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**BIBLIOGRAPHY OF MILITARY AND
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TURNOVER LITERATURE**

By

Gene A. Berry, Lt Col, USAF
Charles N. Weaver
Thomas W. Watson
Kean Flinstuen

MANPOWER AND PERSONNEL DIVISION
Brooks Air Force Base, Texas 78235

November 1982

Interim Report for Period 1 July 1980 — 31 January 1983

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<p>Resulting from manual and automated searches of the literature, the report is a comprehensive bibliography of 259 military and 251 non-military studies of turnover. The military turnover literature is subdivided by branch of service.</p>		

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PERSONNEL TURNOVER LITERATURE**

By

**Gene A. Berry, Lt Col, USAF
Charles N. Weaver
Thomas W. Watson
Kean Finstuen**

**MANPOWER AND PERSONNEL DIVISION
Brooks Air Force Base, Texas 78235**

Reviewed by

**Lynn M. Scott, Capt, USAF
Chief, Force Sustainment Function
Manpower and Personnel Division**

Submitted for publication by

**William E. Alby
Chief, Force Utilization Branch
Manpower and Personnel Division**

**This publication is primarily a reference document which enumerates
relevant literature reviews and searches.**

PREFACE

This research was conducted under Project 7734, Development of Methods for Describing, Evaluating, and Structuring Air Force Occupations. The investigation was completed as a collaborative effort under Work Unit 77340801, "Personnel Factors Related to Attrition and Retention," and 77340817, "Process Models of Turnover." These Work Units are part of a larger research effort to provide Air Force managers with devices, models, and strategies to (a) improve evaluation of job performance, career motivation, retention, job satisfaction, and individual/unit productivity, and (b) establish comprehensive skill management and reenlistment/career assignment programs. The effort is to involve longitudinal and cross-sectional research studies to accomplish in-depth analyses of attrition/retention/retraining issues and to identify factors to improve job satisfaction and productivity.

The authors wish to express their appreciation to SRA Gerald P. Yates and Ms. Kathleen Donahue for their assistance in the project, and to Ms. Tosia Preine and Ms. Tricia Kelton for their able typing support.



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INTRODUCTION

For several decades, personnel turnover has been of concern to those interested in organizational behavior. It has long been recognized that turnover results in considerable cost to both individuals and organizations. Consequently, many civilian and military studies of turnover have been undertaken.

As in the civilian community, the Air Force is interested in turnover. It is costly for the Air Force to recruit and train personnel to replace experienced job incumbents who elect to leave military service. Also, operational readiness is adversely affected when experienced, skilled personnel do not reenlist. Thus, investigators associated with the Air Force Human Resources Laboratory (AFHRL) have been engaged in turnover research for some time.

While designing research efforts in the turnover domain, it was discovered that several excellent reviews of the turnover literature are available, especially Porter and Steers (1973); Price (1977); Mobley, Griffeth, Hand, and Meglino (1979); and Muchinsky and Tuttle (1979). However, it was also noted that a comprehensive bibliography of turnover literature is not available at this time.

A requirement of each of several AFHRL work units, for which the authors of the present bibliography were principal investigators, was the systematic review of the turnover literature. Two primary strategies were used in conducting literature searches. First, key words such as turnover, attrition, and retention were entered into various Department of Defense and civilian computerized literature retrieval systems as an initial step in identifying the available literature. Second, extensive manual searches were conducted by referring to the sundry articles and reports referenced in the identified studies.

As the literature was examined through automated and manual searches, it became apparent that working independently, the authors had identified overlapping yet often different subsets of the turnover literature. Since a more comprehensive knowledge of the literature would benefit the authors themselves, as well as others interested in turnover, resources were pooled, and this bibliography was produced.

This bibliography covers both the military and civilian literature through January 1982 and should be useful to diverse groups of researchers and managers interested in turnover, regardless of their organizational affiliations. In addition to being classified on the basis of military and non-military, the military turnover literature is further classified by branch of service. Joint service/general military categories, as well as international/non-U. S. military categories, are also included.

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